

# Jennifer Cotie Kangas

EXPERIENCED LEADER RECENTLY RELOCATED FROM MINNESOTA

📞 734.790.5368 ✉️ [Jennifer.Cotie@gmail.com](mailto:Jennifer.Cotie@gmail.com) **in** [linkedin.com/in/jcotie/](https://www.linkedin.com/in/jcotie/) 📍 Lambertville, MI

## PROFESSIONAL PROFILE

I recently relocated to the Greater Toledo area from Minnesota and with that transition am seeking a new, ideally permanent position. I grew up in Project and Contract work which has allowed me to add many tools to my professional toolbox in several functions and industries. 4 years ago, as an experienced Project Manager, a year-long project exposed me to the HR space. I have enjoyed it and have stayed in Human Resources since. I have a strong background in change management, with a savvy systems background, a collaborative team player, and phenomenal communicator. I would love to have a conversation regarding the opening with your company and whether I may be the right fit for your organization.

## EXPERIENCE

### Project Consultant | Contractor

*HatDrop | Minneapolis, MN – Now Greater Toledo Area | 03/2018 – Present*

An experienced project consultant specializing in the HR Space with a focus on sustainable transformations. Some experiences during this time include but are not limited to:

- Spearheaded overhaul of clients Applicant Tracking System resulting in streamlined and efficient processes. Partnered with leaders to roll out and coach on how to use the system, which led to an empowered team and faster hiring.
- Designed, maintained, and optimized the HR self-service workflows for Manager and employee business processes.
- Led the cross-functional charge with senior business stakeholders to define, sharpen, and communicate the employee value proposition at the company and department level.
- Developed talent profiles for organization and a robust recruitment marketing strategy.
- Operated as a subject matter expert in charge of the global health of the HR operational technology environment.
- Led competitor employer branding research for Fortune 100 organization, analyzing five competitors in the market space to identify areas for opportunity with their strategic rebranding of the organization's Employer Brand.

### Senior HR Generalist | Talent Acquisition Manager

*Timberland Partners | Bloomington, MN | 08/2016-03/2018*

Strategically identified need for additional headcount in the HR space developing and proposing a business case to leadership. Led the development and implementation of Talent processes for the company of 600+ team members across all departments.

- Reduced company-wide average time of open roles from 120+ days to 17 days.
- Increased staffing efficiency through designing and implementing a comprehensive recruitment strategy, saving over \$100k annually in outside recruitment costs
- Educated and coached field leadership on talent management/talent acquisition best practices to select and retain high-performing teams
- Developed job descriptions, recruitment materials, and marketing/campaign strategy to attract top-level talent
- Supported HR department with multiple non-TA projects including benefit provider review/selection, HR process improvements and HRIS RFP for a new HCM Platform
- Increased transparency by establishing and tracking measurable facets of the recruitment and onboarding process to help set and attain targeted goals

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## EXPERIENCE continued

### Contract Project Manager – Field Talent Acquisition

*Panera Bread | Greater Minneapolis Area | 08/2015-08/2016*

I was contacted by Panera Bread at the beginning of the “War for Talent.” My task- to utilize project management methodologies with a “Non-HR” lens to unpack and address what they were doing wrong when it came to hire for their 26 Twin Cities Bakery Cafes.

- Produced and designed “Now Hiring” campaign which mirrored current brand, including editable hiring tools for field teams to use with their hiring efforts.
- Implemented several national concepts, including NOW HIRING to WIFI landing pages in all 2100 bakery-cafes.
- Partnered with management teams across 26 locations to teach the “WHY” behind hiring, the financial impact to the bottom line was when recruitment wasn’t prioritized.
- Project managed the development and localization of recruitment marketing toolkits and collateral in partnership with key internal stakeholders and external suppliers, rolled out toolkits to Field Team Members.
- Partnered with individual store teams to coach on hiring, onboarding, and retention strategies. Monitoring progress to ensure optimal process adoption.

### Project Contractor | Consultant

*C/K Consulting | Greater Minneapolis Area | 05/2009-08/2015*

I graduated from college in May of 2009. This was the heart of the recession for the Twin Cities with over 15,000 professionals being let go several weeks before graduation. I like many of my peers went from multiple job offers “on the table” to zero overnight. I started as a contractor in May of 2009 as an alternative means to employment during this challenging period. Starting as a 3<sup>rd</sup> Party Benefits Administrator on a 9-month contract, I began to add various tools to my tool-belt. After my first few engagements, I became known as the person you would call when there was no one else to submit for a unique role. Time and time again, I went into organizations, utilized my growth mindset, learned, stretch, and grew. Some things I did during this time included but were not limited to:

- National Accounts Management for the World Head Quarters of a Surgical Medical Device Company.
- Being trained as a Surgical Medical Device Rep in both the female and male lines of business, a Subject Matter Expert on the products able to walk surgeons open to close through numerous cases utilizing our products.
- Working as a third-party benefits administrator for several Fortune 100 organizations
- Working as a Staffing Manager for a large Hospital, in charge of managing staffing levels according to patient census and working with doctors on direct admissions of patients.
- Developed and updated Marketing Communications for a Medical Device Firm.
- Worked as an Office Manager for a Tax and Small Business Firm.

## EDUCATION

### BACHELOR OF SCIENCE

St. Cloud State University (MN)

*MAJORS: Communication Studies & Business Management*

*EMPHASIS: Organizational Communications*

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## PERSONALITY INSIGHTS

### MYERS BRIGGS – MBTI

#### EXTRAVERSION, INTUITION, THINKING, JUDGING (ENTJ)

Frank, decisive, assumes leadership readily. Quickly sees illogical and inefficient procedures and policies, develops and implements comprehensive systems to solve organizational problems. Enjoys long-term planning and goal setting. Usually well informed, well read, enjoys expanding their knowledge and passing it on to others. They are compelling in presenting their ideas.

### STRENGTHS FINDER 2.0

#### STRATEGIC | ACHIEVER | RELATOR | ACTIVATOR | COMMUNICATION

1. **STRATEGIC** The Strategic theme enables an individual to sort through the clutter and find the best route. It is not a skill that can be taught. It is a distinct way of thinking, a unique perspective on the world at large. This perspective allows those with this strength to see patterns where others simply see complexity.
2. **ACHIEVER** The Achiever theme helps explain drive. The Achiever describes a constant need for achievement. Achievers feel as if every day starts at zero. They have an internal fire burning inside pushing them to do more, to achieve more. After each accomplishment is reached, the fire dwindles for a moment, but very soon it rekindles itself, driving the individual towards the next accomplishment.
3. **RELATOR** People with the strength of Relator have a profound relational capacity to develop a relationship with anyone. They *have the ability* to create the right environment for team members to form close, honest, and trusting relationships. As a result, teams are more cohesive, communicative, and connected to their cause.
4. **ACTIVATOR** People with the strength of Activator are the ones who make things happen. One of their most recognizable behaviors is the ability to turn thoughts, ideas, and concepts into action. In fact, the strength of Activator can be best described or characterized as action. These people are in action, usually an action that you can see – tapping a pen on the table, tapping the screen of their phone, tapping you on the shoulder and asking, “What are you doing? What’s going on?”
5. **COMMUNICATION** Ideas are a dry beginning. Events are static. People with a Communication strength feel a need to bring them to life, to energize them, to make them exciting and vivid. And so, they turn events into stories and practice telling them. They take the dry idea and enliven it with images and examples and metaphors. These individuals believe that most people have a very short attention span. Bombarded by information, but very little of it survives. Communicators want their information -- whether an idea, an event, a product's features and benefits, a discovery, or a lesson -- to survive. They want to divert their attention toward themselves and then capture it, lock it in.

### STANDOUT – TEACHER | EQUALIZER

You are systematic, bringing method and process and accountability to your projects. Moreover, your projects are people. You believe that structure supports growth, rather than hinders it, and so you are constantly thinking about how you can build systems for learning, systems for growth. In business, you will be drawn to the non-transactional side of Human Resources, the side that deals with on-boarding, training, and sustainable employee development. In management, you will become that rare leader who trains the company--trace the current crop of leaders back to their roots and it will be discovered that a disproportionate number of them came through your ranks. Wherever you go, you will instinctively try to build a learning organization, a place intentionally designed to expand each person's experience, understanding, and, in the end, performance.

*\*All are excerpts from personality assessments for Jennifer Cotie Kangas.*